

Equal Employment Opportunity Data

June 5, 2018



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MCC's Equal Employment Opportunity Data Posted Pursuant to Title III of the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P. L. 107-174."

Complaint Activity 29 CFR §1614.704 (a), (b) and (c)			Comparative Data				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Number of Complaints Filed	0	3	1	3	2	3	
Number of Complainants	0	3	1	3	2	3	
Repeat Filers	0	1	0	1	0	0	

Complaints by Basis 29 CFR §1614.704(d)			Comparative Data				
			Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>			2012	2013	2014	2015	2016
Race	0	2	1	1	0	3	
Color	0	0	0	1	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	2	0	1	1	2	
Sex	0	0	0	1	1	2	
National Origin	0	0	0	1	0	1	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	1	2	1	0	
Disability	0	0	1	2	0	0	
Genetic Information	0	0	0	0	0	0	

Complaints by Basis 29 CFR §1614.704(d)			Comparative Data					
			Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>			2012	2013	2014	2015	2016	2017
Non-EEO	0	0	0	0	0	0	0	0

Complaints by Issue 29 CFR §1614.704(e)			Comparative Data (Sec. 1614.705)					
			Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>			2012	2013	2014	2015	2016	2017
Appointm ent/Hire	0	1	0	0	1	0	0	0
Assignmen t of Duties	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0
Conversio n to Full- time	0	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	1	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Removal	0	0	1	1	0	0	0	0
Suspensio n	0	1	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	2	0	0	0	0
Examinatio n/Test	0	0	0	0	0	0	0	0
Harassment								

Complaints by Issue 29 CFR §1614.704(e)			Comparative Data (Sec. 1614.705)					
			Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>			2012	2013	2014	2015	2016	2017
Non-Sexual	0	0	1	2	0	1		
Sexual	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0		
Pay (Including Overtime)	0	0	0	0	0	0		
Promotion /Non-Selection	0	0	0	0	0	0		
Reassignment								
Denied	0	0	0	0	0	0		
Directed	0	0	0	1	0	0		
Reasonable Accommodation	0	0	1	1	0	0		
Reinstatement	0	0	0	0	0	0		
Retirement	0	0	0	0	0	0		
Termination	0	0	0	0	0	1		
Terms/Conditions of Employment	0	0	0	0	0	1		
Time and Attendance	0	0	0	1	0	0		
Training	0	0	0	1	0	0		
Other	0	0	0	0	0	0		

Processing Time 29 CFR \$1614.704(f)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Complaints pending during fiscal year							
Average number of days in investigation stage	0	0	0	133	124	120	
Average number of days in final action stage	0	0	9	67	55	71	
Complaints pending during fiscal year where hearing was requested							
Average number of days in investigation stage	0	0	0	0	124	0	
Average number of days in final action stage	0	0	0	0	0	0	
Complaints pending during fiscal year where							

Processing Time 29 CFR §1614.704(f)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
hearing was not requested							
Average number of days in investigation stage	0	0	0	0	124	120	
Average number of days in final action stage	0	0	0	0	0	107	

Complaints Dismissed by Agency Pursuant to 1614.107(a) 29 CFR §1614.704(g)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Total Complaints Dismissed by Agency	0	0	1	0	0	1	
Average days pending prior to dismissal	0	0	9	0	0	32	
Complaints Withdrawn by Complainants							
Total Complaints	0	0	0	0	0	0	

Complaints Dismissed by Agency Pursuant to 1614.107(a) 29 CFR §1614.704(g)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
Withdrawn by Complainants														

Total Final Actions Finding Discrimination 29 CFR §1614.704(h)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0			
Without Hearing	0		0		0		0		0		0			
With Hearing	0		0		0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR §1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Color	0		0		0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Relig ion	0		0		0		0		0		0			
Repri sal	0		0		0		0		0		0			
Sex	0		0		0		0		0		0			
Nati onal Origi n	0		0		0		0		0		0			
Equa l Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Disa bility	0		0		0		0		0		0			
Gene tic In form ation	0		0		0		0		0		0			
Non- EEO	0		0		0		0		0		0			
Findi ngs After Heari ng	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Colo r	0		0		0		0		0		0			
Relig ion	0		0		0		0		0		0			
Repri sal	0		0		0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Sex	0		0		0		0		0		0			
Nati onal Origi n	0		0		0		0		0		0			
Equa l Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Disa bility	0		0		0		0		0		0			
Gene tic In form ation	0		0		0		0		0		0			
Non- EEO	0		0		0		0		0		0			
Findi ngs With out Heari ng	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Colo r	0		0		0		0		0		0			
Relig ion	0		0		0		0		0		0			
Repri sal	0		0		0		0		0		0			
Sex	0		0		0		0		0		0			
Nati onal Origi	0		0		0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
n														
Equal Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Disability	0		0		0		0		0		0			
Genetic Information	0		0		0		0		0		0			
Non-EEO	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0			
Appointment/Hire	0		0		0		0		0		0			
Assignment of Duties	0		0		0		0		0		0			
Award	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
ds														
Conv ersio n to Full- time	0		0		0		0		0		0			
Disci plina ry Ac tion	0		0		0		0		0		0			
Dem otion	0		0		0		0		0		0			
Repri man d	0		0		0		0		0		0			
Susp ensio n	0		0		0		0		0		0			
Rem oval	0		0		0		0		0		0			
Othe r	0		0		0		0		0		0			
Duty Hour s	0		0		0		0		0		0			
Eval uatio n Ap prais al	0		0		0		0		0		0			
Exa mina tion/ Test	0		0		0		0		0		0			
Hara	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
ssment														
Non-Sexual	0		0		0		0		0		0			
Sexual	0		0		0		0		0		0			
Medical Examination	0		0		0		0		0		0			
Pay (Including Overtime)	0		0		0		0		0		0			
Promotion/Non-Selection	0		0		0		0		0		0			
Reassignment	0		0		0		0		0		0			
Denied	0		0		0		0		0		0			
Directed	0		0		0		0		0		0			
Reasonable Accommodation	0		0		0		0		0		0			
Rein	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
state ment														
Retir eme nt	0		0		0		0		0		0			
Term inati on	0		0		0		0		0		0			
Term s/Co nditi ons of	0		0		0		0		0		0			
Time and Atte ndan ce	0		0		0		0		0		0			
Train ing	0		0		0		0		0		0			
Othe r	0		0		0		0		0		0			
Findi ngs After Hear ing	0		0		0		0		0		0			
App oint ment /Hire	0		0		0		0		0		0			
Assi gnm ent of D uties	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Awards	0		0		0		0		0		0			
Conversion to Full-time	0		0		0		0		0		0			
Disciplinary Action	0		0		0		0		0		0			
Demotion	0		0		0		0		0		0			
Reprimand	0		0		0		0		0		0			
Removal	0		0		0		0		0		0			
Other	0		0		0		0		0		0			
Duty Hours	0		0		0		0		0		0			
Evaluation Appraisal	0		0		0		0		0		0			
Examination/Test	0		0		0		0		0		0			
Harassment	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Non-Sexual	0		0		0		0		0		0			
Sexual	0		0		0		0		0		0			
Medical Examination	0		0		0		0		0		0			
Pay (Including Overtime)	0		0		0		0		0		0			
Promotion/Non-Selection	0		0		0		0		0		0			
Reassignment	0		0		0		0		0		0			
Denied	0		0		0		0		0		0			
Directed	0		0		0		0		0		0			
Reasonable Accommodation	0		0		0		0		0		0			
Reinstatement	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Retirement	0		0		0		0		0		0			
Termination	0		0		0		0		0		0			
Terms/Conditions of Employment	0		0		0		0		0		0			
Time and Attendance	0		0		0		0		0		0			
Training	0		0		0		0		0		0			
Other	0		0		0		0		0		0			
Findings Without Hearing	0		0		0		0		0		0			
Appointment/Hire	0		0		0		0		0		0			
Assignment of D	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
uties														
Awar ds	0		0		0		0		0		0			
Conv ersio n to Full-time	0		0		0		0		0		0			
Disci plina ry Ac tion	0		0		0		0		0		0			
Dem otion	0		0		0		0		0		0			
Repri man d	0		0		0		0		0		0			
Susp ensio n	0		0		0		0		0		0			
Rem oval	0		0		0		0		0		0			
Othe r	0		0		0		0		0		0			
Duty Hour s	0		0		0		0		0		0			
Eval uatio n Ap prais al	0		0		0		0		0		0			
Exa mina tion/	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Test														
Hara ssme nt	0		0		0		0		0		0			
Non- Sexu al	0		0		0		0		0		0			
Sexu al	0		0		0		0		0		0			
Medi cal E xami natio n	0		0		0		0		0		0			
Pay (I nclu ding Over time)	0		0		0		0		0		0			
Prom otion /Non -Sele ction	0		0		0		0		0		0			
Reas sign ment	0		0		0		0		0		0			
Deni ed	0		0		0		0		0		0			
Direc ted	0		0		0		0		0		0			
Reas onab le Ac com mod	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
ation														
Rein state ment	0		0		0		0		0		0			
Retir eme nt	0		0		0		0		0		0			
Term inati on	0		0		0		0		0		0			
Term s/Co nditi ons of Empl oym ent	0		0		0		0		0		0			
Time and Atte ndan ce	0		0		0		0		0		0			
Train ing	0		0		0		0		0		0			
Othe r	0		0		0		0		0		0			

Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data						
				Previous Fiscal Year Data						
				2012	2013	2014	2015	2016		
Total complaints from	0	0	0	1	2	1				

Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data					2017
			Previous Fiscal Year Data					2018
			2012	2013	2014	2015	2016	
previous Fiscal Years								
Total Com plainants	0	0	0	1	2	1		
Number of complaints pending								
Investigati on	0	0	0	2	0	1		
Hearing	0	0	0	0	1	0		
Final Action	0	0	0	0	1	0		
Appeal with EEOC Office of	0	0	0	0	0	1		

Complaint Investigations			Comparative Data					2017
			Previous Fiscal Year Data					2018
			2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0		